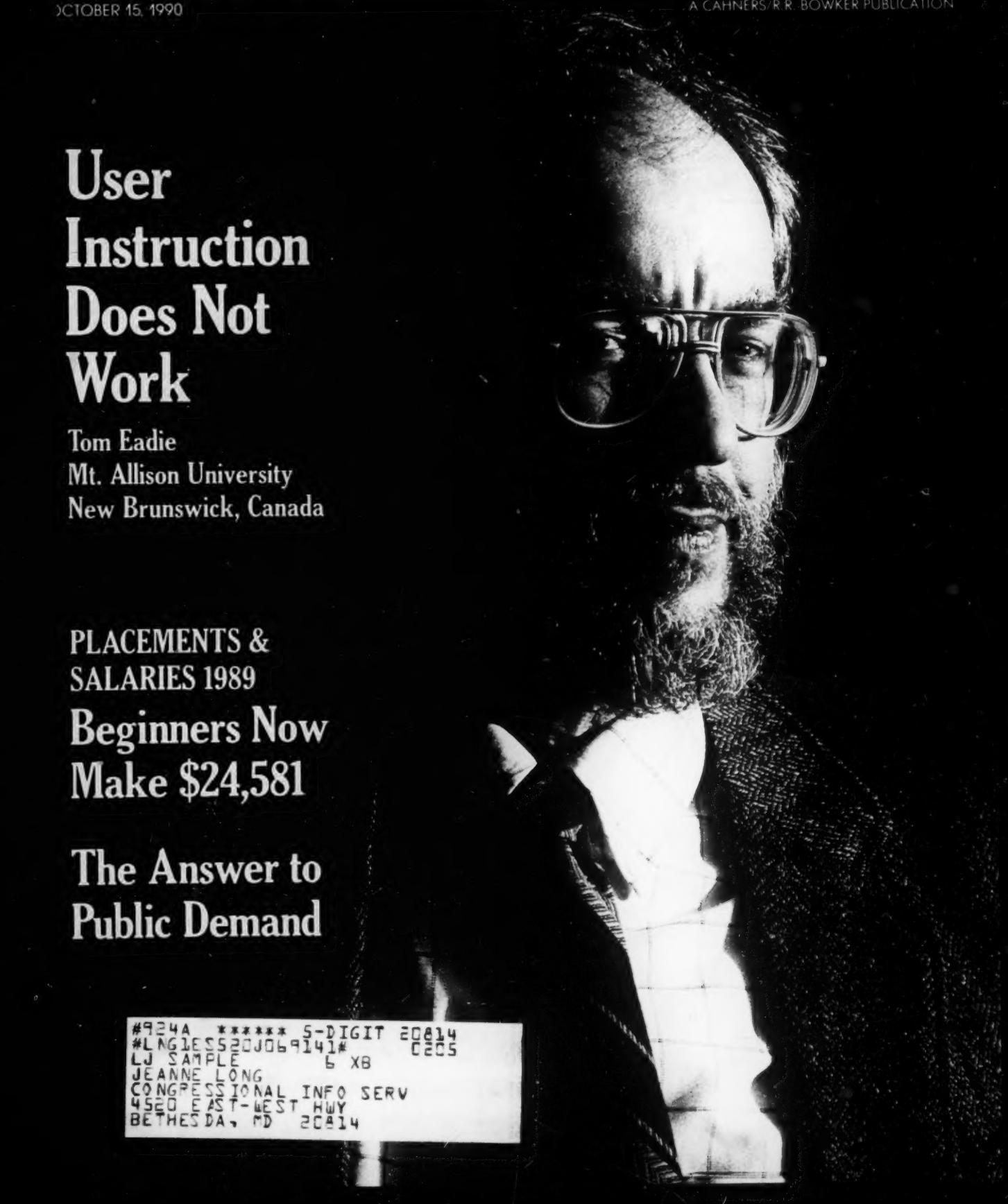
C1852-1

LIBRARY JOURNAL

OCTOBER 15, 1990

A CAHNERS/R.R. BOWKER PUBLICATION



User Instruction Does Not Work

Tom Eadie
Mt. Allison University
New Brunswick, Canada

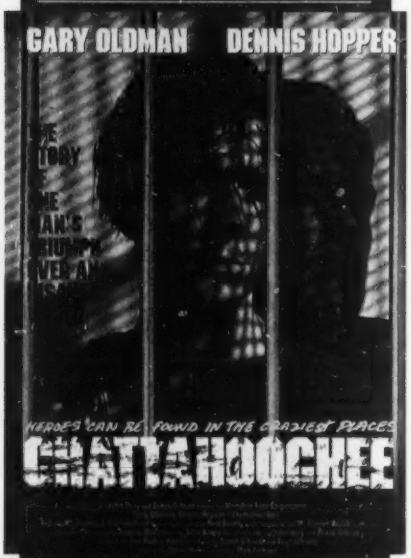
PLACEMENTS & SALARIES 1989

Beginners Now Make $24,581

The Answer to Public Demand

#924A ***** 5-DIGIT 20814
#LNGLESS20J0691411# C205
LJ SAMPLE 6 XB
JEANNE LONG
CONGRESSIONAL INFO SERV
4520 EAST-WEST HWY
BETHESDA, MD 20814

Educate, Enrich & Entertain
Your Library Patrons



Unable to adjust to civilian life, a war hero goads the police to kill him. But captured alive he is declared insane and thrown into the brutal confines of Chattahoochee, the state mental institution. Instead of giving into despair, he starts his personal crusade against Chattahoochee's injustices. His brave efforts reform not only Chattahoochee but the entire country's mental health facilities.

$64.95 each library cost
$89.95 each sugg. retail

HBO VIDEO

available on video cassette from
VIDEO TREND

VideoTrend is a full-service supplier of pre-recorded video, with years of experience servicing libraries.

Call or write for your free information packet—we'll include our reference list of librarians at your request. Locations throughout the U.S.

1-800-877-5414

Mary Brenner

VOL. 115 No. 17

LIBRARY

☐FEATURES☐

Immodest Proposals 42
BY TOM EADIE User instruction for students does not work

Placements & Salaries 1989 46
BY CAROL LEARMONT & STEPHEN VAN HOUTEN Steady on

How Should the Public Library Respond to Public Demand 54
BY PATRICK WILLIAMS The answer to the old debate lies in distinguishing needs from wants

Practicing Librarian 58
Notes from the Far Side: Town Council Budget Sessions Viewed by One Librarian by Chris Bradley; AIDS Education in the Los Angeles Public Library by Anthony Shay

☐COLUMNS☐

White Papers 61
BY HERBERT S. WHITE The Education and Selection of Librarians: A Sequence of Happenstances

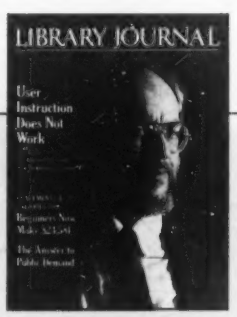
Managing Technology 63
BY SUSAN BAERG EPSTEIN Selling Automation to Your Patrons: It's Easier Than You Feared

☐NEWS☐

Late Bulletins 13
NEA gets reprieve; Bush Foundation issues first literacy grants

News 14
Intellectual freedoms under fire

Automation News 34
Some big names in automation join forces



Mt. Allison University's Tom Eadie finds user instruction to be a "redundant service" in today's universities. He makes some "Immodest Proposals" for change on page 42.

PHOTOGRAPH BY MARTIN BROWN

October 15, 1990

JOURNAL®

☐REVIEWS☐

Review Contents 71

Prepub Alert 72
No thanks, I'll wait till the book comes out

Career Guides Best Sellers 77
Parachuting into a new career

Reference 78
An evaluation of poetry anthologies from *Columbia Granger's*

Arts & Humanities 85
Film historian Brownlow concludes his trilogy on the Silents

Social Sciences 92
Sidransky on growing up *In Silence*

Science & Technology 99
Kaharl takes readers on a sea hunt

Fiction 102
Nielsen's debut vivifies a time, a place, and a young man's conflict

Contributing Factors 104
Haunting the Stacks with Anne Rice

Classic Returns 110
Rereleasing James Baldwin's autobiography

Professional Reading 75
American library schools as seen by foreign students

Magazines 108
A treasure trove for storytellers

Video Reviews 111
The more we know about AIDS, the better

Video Movies 114
The return of Bushman Xixo

Audio Reviews 116
Audio-Forum's presentation of *The Iliad*

Index 119
Book Review, Classic Returns, & Professional Reading

☐DEPARTMENTS☐

Editorial 6
They Always Rise to the Occasion

Ready Reference 39
Methods that work for librarians

Library Market Outlook ... 40
BY DEBORAH SELSKY
ALA Survey Finds Healthy Gains in Librarian Salaries in 1989

Literacy Clearinghouse 41
BY NANCY HARVEY DAVIS & PAM FITZGERALD

Letters 8
People 38
Checklist 69
Classified 120
Index to Advertisers 125
Calendar 126

Educate, Enrich & Entertain Your Library Patrons

A captivating and widely-praised look at bebop's #1 man, grandaddy of cool, Thelonious Monk. Crammed with 25 tunes done as only composer/pianist Monk could do them. Featuring interviews with Monk's colleagues, plus startling footage from backstage and on the road. Includes excerpts from the only filmed documentation of Monk's private life!

$64.95 each library cost
$89.95 each sugg. retail

WARNER HOME VIDEO

available on video cassette from
VIDEO TREND
VideoTrend is a full-service supplier of pre-recorded video, with years of experience servicing libraries.
Call or write for your free information packet—we'll include our reference list of librarians at your request. Locations throughout the U.S.
1-800-877-5414
Mary Brenner

BY DEBORAH SELSKY

ALA Survey Finds Healthy Gains in Librarian Salaries in 1989

Data from the Bureau of Labor Statistics (BLS) show that over the 1982–1988 period, median earnings of all librarians increased an average 4.5 percent per year.

This salary growth outpaced inflation rates that averaged 3.5 percent per year, but was actually slower than other professional salaries, such as for teachers.

Strong growth continues

Strong growth in librarian salaries has continued, according to the American Library Association's recent salary survey of full-time professional librarians. Depending on the job position, librarians' average salaries increased by a healthy margin of nine to 15 percent in 1989.

These gains were much greater than both the general occupational wage gains reported by Bureau of Labor Statistics and the Consumer Price Index for 1989.

The American Library Association survey found that salaries of full-time professional librarians were highest in the largest institutions, i.e., large public libraries serving 100,000 people or more and universities. Librarian salaries were actually higher in two-year colleges than in four-year colleges.

Go West, librarians

For most library positions, average salaries were highest in the West and Southwest region. While not claiming the highest average, in many cases the North Atlantic region paid the highest range of salaries. Meanwhile, the Southeast paid the lowest average library salaries across the board.

Directors moving up

Library directors earned an average salary of $43,623 last year, up nine percent from 1988. Directors of large public and university libraries earned the highest salaries, averaging $54,453 and $51,678, respectively. On average, the West and Southwest regions paid the highest director salary at $48,311, while the Southeast paid the lowest at $37,743.

Assistant directors' salaries increased 14 percent last year to an average $40,054. Average salaries for this position ranged from $34,300 in the Southeast to $42,767 in the North Atlantic.

God bless the children's librarian

The position that saw the greatest salary increase (15 percent) in 1989 was Children's/Young Adult Services librarian. The average salary paid for this position was $26,008. Within large public libraries, these librarians earned an average $26,793; those at medium-sized libraries earned an average $23,347.

A wide range of beginning salaries

The American Library Association survey found that beginning librarians (full-time staff members with a master's degree but no professional experience) working in public and academic libraries were paid an average of $21,997 in 1989. Certainly the range of beginning salaries was quite wide, from $13,000 to $60,213.

The lowest average salary was in the Southeast, while the highest was in the West. Interestingly, the highest-paid beginning librarians worked in two-year or four-year colleges.

Average Salaries for 1989 by Library Type and Size

	Medium-Size Public	Large Public	Two-Year College	Four-Year College	University
Director	$36,077	$54,453	$41,846	$36,172	$51,678
Assistant Director	29,886	43,847	36,091	28,103	44,111
Collection Development	25,349	31,358	36,903	31,980	34,886
Dept./Branch Head	26,877	32,683	37,030	27,846	36,133
Cataloger/Classifier	23,933	27,176	35,544	25,117	29,955
Reference/Information	24,237	27,353	37,692	25,182	30,162
Children/Young Adult	23,347	26,793	26,008	n/a	n/a

Source: American Library Association Survey of Librarian Salaries, 1989

Deborah Selsky is an economist with Cahners Economics, which provides industry analyses and forecasting services for the markets its magazines serve

Our 39th annual survey shows an interesting range of salaries: from a low of $9360 to a high of $100,400

Placements & Salaries 1989

Steady On

By Carol Learmont & Stephen Van Houten

FOR THE 39th annual report of placements and salaries of graduates of American Library Association–accredited library school programs, 43 of the 53 eligible schools in the United States responded to all or part of the questionnaire. Two Northeastern, three Southeastern, two Midwestern, two Southwestern, and one Western school did not participate.

In 1989 the average beginning salary was $24,581 based on 1,575 known, full-time, permanent, professional salaries. Salaries for 1989 improved over 1988. For the seventh year, the increase in average beginning salary was higher than the increase in the cost of living. Table 8 shows the average salaries index based on the new Bureau of Labor Statistics base years (1982–84).

The 1989 salaries increased at

Table 1: Status of 1989 U.S. Graduates, Spring 1990*

	No. of Graduates			Not in Library Positions			Empl. Not Known			Permanent Prof. Placements			Temp. Prof. Placements			Nonprof. Library Placements			Total in Library Positions		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Northeast	916	234	1316	78	24	102	217	47	426	543	133	679	54	14	68	24	16	41	621	163	788
Southeast	381	112	567	32	14	46	40	19	131	281	73	356	23	5	28	5	1	6	309	79	390
Midwest	687	206	913	51	19	70	170	62	247	403	105	511	39	15	56	24	5	29	466	125	596
Southwest	180	52	253	23	9	32	16	6	41	127	33	162	10	1	11	4	3	7	141	37	180
West	210	97	307	29	14	43	20	11	31	130	56	186	23	12	35	8	4	12	161	72	233
All Schools	**2374**	**701**	**3356**	**213**	**80**	**293**	**463**	**145**	**876**	**1484**	**400**	**1894**	**149**	**47**	**198**	**65**	**29**	**95**	**1698**	**476**	**2187**

* Includes 281 placements undifferentiated by sex

Table 2A: Placements and Salaries of 1989 U.S. Graduates Summary by Region*

	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Northeast	679	455	109	567	10500	16600	10500	52000	47000	65000	25859	25743	25908	25000	25000	25000
Southeast	356	253	68	323	14000	17000	14000	36648	32290	36648	23623	22074	23267	23000	21600	23000
Midwest	511	308	90	400	9360	15500	9360	48000	51000	51000	22858	24151	23148	22300	23000	22500
Southwest	162	112	31	145	10000	18000	10000	39000	49200	49200	23769	24988	23991	23000	22500	23000
West	186	96	44	140	12840	18000	12840	46090	100400	100400	26986	26851	26944	27000	25000	26128
All Schools	**1894**	**1224**	**342**	**1575**	**9360**	**15500**	**9360**	**52000**	**100400**	**100400**	**24539**	**24669**	**24581**	**23832**	**23500**	**23768**

* Includes placements undifferentiated by sex

Carol Learmont is Associate Dean, School of Library Service, Columbia University, and Stephen Van Houten is Head of the Cataloging Department, Library of Health Sciences, University of Illinois at Chicago

Table 2B: Placements and Salaries of 1989 U.S. Graduates*

Schools	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	32	26	3	29	18000	19500	18000	28500	22214	28500	23060	20904	22837	23000	20999	23000
Atlanta	27	20	5	26	20500	20000	20000	36648	24000	36648	25967	22200	25128	25000	23000	24000
Brigham Young	30	14	13	27	20000	18000	18000	28900	100400	100400	23095	29992	26416	23000	25000	23100
Buffalo	56	44	7	51	17000	21000	17000	32000	28008	32000	23731	23851	23748	23500	22000	23500
California (Berk.)	38	18	11	29	20500	19100	19100	37500	33600	37500	29864	27009	28781	28620	26760	28600
California (L.A.)	51	24	8	32	20000	24000	20000	38400	28200	38400	28568	26540	28061	27520	26800	27520
Catholic	24	18	3	21	21000	19700	19700	43000	27500	43000	28636	24067	27983	26120	25000	26120
Columbia	46	23	2	25	21000	23000	21000	37000	25100	37000	25950	24050	25978	25154	23000	25100
Drexel	60	40	13	54	15000	20000	15000	41017	46000	65000	24685	28798	26422	22500	27500	23158
Florida State	40	24	15	39	16300	17000	16300	34500	32290	34500	24355	23741	24119	24000	25000	24000
Hawaii	20	11	2	13	16000	26000	16000	46000	28000	46000	30557	27000	30010	30000	26000	28000
Illinois	59	27	19	46	15000	15500	15000	34580	26250	34580	22559	21494	22119	22500	21600	22000
Indiana	73	43	16	59	13500	18000	13500	34000	26500	34000	22145	23283	22454	22000	23004	22800
Iowa	32	18	8	26	19500	20092	19500	28150	25000	28150	23188	21624	22707	23000	21000	22000
Kent State	67	38	4	42	17000	17250	17000	39200	25000	39200	23232	22013	23115	22000	22500	22080
Kentucky	51	29	13	42	14000	17100	14000	30000	24000	30000	21198	20623	21020	21000	21000	21000
Long Island	67	36	7	43	16000	21000	16000	35675	47000	47000	26888	29494	27312	27000	26000	27000
Louisiana State	40	30	7	38	15624	18200	14500	26594	25148	26594	21497	20483	21126	21000	20000	21000
Maryland	61	47	9	56	18000	20000	18000	52000	34500	52000	25855	27524	26123	25000	26300	25000
Michigan	61	37	13	52	20000	19500	19500	40100	40000	40100	24196	25892	24564	23650	24700	23650
Missouri	36	27	9	36	9360	19000	9360	28500	47100	47100	19614	27364	21551	20000	25000	20000
North Carolina	47	31	10	41	20000	19000	19000	29004	27325	29004	23055	22260	22861	22250	21000	22000
N.C. Central	26	21	3	24	18300	25000	18300	33000	27200	33000	25260	26067	25361	23768	26000	24000
N.C. Greensboro	36	27	6	33	17000	20000	17000	30000	25000	30000	23985	22763	23763	23500	23500	23500
Northern Illinois	20	16	1	17	18000	40400	18000	28000	40400	40400	22463	40400	23519	21500	40400	22000
North Texas State	51	40	8	49	13300	18000	13300	33000	31000	33000	23546	22163	23248	23200	19500	23000
Pittsburgh	49	35	9	44	12000	20000	12000	38000	26000	38000	22754	22889	22782	23000	23000	23000
Pratt	13	10	3	13	24800	18000	18000	37000	27000	37000	30430	23667	28869	30000	26000	28500
Queens	37	22	9	31	20000	23000	20000	38000	37000	38000	27752	27239	27603	25500	25140	25500
Rhode Island	32	19	7	26	10500	20000	10500	40000	28600	40000	25862	23093	25116	24000	22050	23000
Rosary	54	30	4	34	12000	22000	12000	42000	24000	42000	23431	23489	23438	22000	23956	22000
Rutgers	92	66	19	85	17000	21500	17000	49000	35000	49000	26541	26162	26456	25000	25000	25000
St. John's	14	10	3	13	18000	24000	18000	50000	27250	50000	32234	25750	30738	29000	26000	27250
Simmons	77	58	11	71	17000	18600	17000	42600	28500	42600	24453	24491	24517	23000	25000	24000
South Carolina	57	45	6	51	19000	19500	19000	35200	22680	35200	24909	20386	24377	23952	19800	23500
S. Connecticut	26	20	5	25	20900	22000	20900	40000	28000	40000	28493	24020	27598	27000	22500	27000
Syracuse	25	7	2	9	20000	16600	16600	38187	25900	38187	24879	21250	24072	22464	16600	22464
Texas (Austin)	65	35	19	55	18500	20500	18500	39000	40746	40746	24215	24628	24317	23000	22500	23000
Texas Woman's	46	37	4	41	17000	22500	17000	32000	49200	49200	23588	32350	24442	23000	26000	23000
Washington	47	29	10	39	12840	18075	12840	41600	28000	41600	24415	22814	24005	24000	22406	24000
Wayne State	42	31	3	34	13000	22500	13000	48000	51000	51000	23733	33484	24593	23000	26952	23000
Wisconsin (Mad.)	52	31	12	43	15360	19500	15360	33493	39000	39000	22910	24624	23388	22704	23100	23000
Wisconsin (Milw.)	15	10	1	11	19045	18500	18500	33000	18500	33000	24555	18500	24004	23000	18500	23000

* Includes placements undifferentiated by sex

the rate of five percent compared with six percent in 1988 and seven percent in 1987.

In 1989, the average (mean) beginning salary for women was $24,539, a five percent increase over 1988; for men, $24,669, a four percent increase. The median salary was $23,768 for all graduates; for women, $23,832; for men, $23,500.

For new graduates with relevant prior experience, the average beginning salary was $26,105, up from $24,931 in 1988; without experience, $22,823, up from $21,810 in 1988.

Table 3: Placements by Type of Library*

Schools	Public			Elementary & Secondary			College & Universities			Special			Other			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	9	2	11	5	0	5	8	2	10	6	0	6	0	0	0	28	4	32
Atlanta	5	3	8	6	0	6	4	1	5	6	1	8	0	0	0	21	5	27
Brigham Young	8	3	11	3	1	4	1	4	5	1	1	2	3	4	7	16	13	29
Buffalo	7	0	7	17	0	17	14	5	19	8	2	10	3	0	3	49	7	56
California (Berk.)	4	2	6	0	0	0	10	4	14	9	2	11	0	4	4	23	12	35
California (L.A.)	16	5	21	1	0	1	3	4	7	12	5	17	2	0	2	34	14	48
Catholic	2	0	2	2	1	3	8	1	9	9	1	10	0	0	0	21	3	24
Columbia	12	7	19	2	0	2	9	2	11	10	2	12	1	0	1	34	11	45
Drexel	12	0	12	5	0	5	8	3	11	4	1	6	10	9	19	39	13	53
Florida State	8	7	15	8	1	9	4	3	7	4	2	6	1	2	3	25	15	40
Hawaii	1	0	1	9	0	9	3	5	8	1	0	1	0	0	0	14	5	19
Illinois	14	7	21	2	0	2	13	11	24	7	1	8	2	0	2	38	19	57
Indiana	24	7	31	4	0	4	15	11	26	6	2	8	2	0	2	51	20	71
Iowa	9	3	12	1	0	1	11	5	16	1	1	2	1	0	1	23	9	32
Kent State	22	5	27	11	0	11	16	1	17	7	1	8	0	1	1	56	8	64
Kentucky	14	3	17	5	0	5	12	6	18	5	4	9	0	2	2	36	15	51
Long Island	27	3	30	17	1	18	4	1	5	8	4	12	0	0	0	56	9	65
Louisiana State	18	6	25	5	0	5	7	1	8	2	0	2	0	0	0	32	7	40
Maryland	9	1	10	11	0	11	7	3	10	16	4	20	6	0	6	49	8	57
Michigan	8	1	10	6	1	7	17	7	24	12	4	17	0	0	0	43	13	58
Missouri	7	1	8	4	1	5	5	5	10	6	2	8	1	0	1	23	9	32
North Carolina	11	1	12	5	0	5	14	5	19	5	2	7	1	3	4	36	11	47
North Carolina Central	3	1	4	13	0	13	3	2	5	2	1	3	0	0	0	21	4	25
N.C. Greensboro	4	1	5	21	1	22	3	4	7	1	0	1	1	0	1	30	6	36
Northern Illinois	9	0	9	5	0	5	1	1	2	2	0	2	1	0	1	18	1	19
North Texas State	10	3	13	19	2	21	6	3	10	6	0	6	1	0	1	42	8	51
Pittsburgh	15	4	19	5	1	6	6	3	9	11	2	13	2	0	2	39	10	49
Pratt	2	0	2	0	0	0	0	2	2	6	1	7	1	0	1	9	3	12
Queens	12	8	20	7	2	9	4	0	4	3	0	3	0	1	1	26	11	37
Rhode Island	4	4	8	13	0	13	5	1	6	2	0	2	1	2	3	25	7	32
Rosary	16	2	18	7	0	8	7	2	9	11	2	13	0	0	0	41	6	48
Rutgers	31	8	39	12	2	14	12	4	16	15	7	22	1	0	1	71	21	92
St. John's	5	2	7	0	0	0	0	0	0	5	1	6	0	0	0	10	3	13
Simmons	16	3	19	5	0	5	13	4	18	22	4	27	4	1	5	60	12	74
South Carolina	10	4	14	25	1	26	9	0	9	5	1	6	2	0	2	51	6	57
Southern Connecticut	10	2	12	5	0	5	4	2	6	1	1	2	1	0	1	21	5	26
Syracuse	4	1	5	6	4	10	4	1	5	3	0	3	2	0	2	19	6	25
Texas	11	2	13	5	1	6	12	12	24	10	5	16	3	1	4	41	21	63
Texas Woman's	12	0	12	13	0	13	9	2	11	6	2	8	2	0	2	42	4	46
Washington	7	6	13	3	0	3	9	3	12	16	2	18	1	0	1	36	11	47
Wayne State	17	1	18	6	2	8	4	1	5	9	0	9	1	0	1	37	4	41
Wisconsin (Madison)	10	4	14	4	1	5	11	3	14	10	1	11	3	3	6	38	12	50
Wisconsin (Milwaukee)	6	1	7	3	0	3	3	0	3	1	0	1	0	0	0	13	1	14
Total	**481**	**124**	**587**	**306**	**23**	**330**	**318**	**140**	**460**	**292**	**72**	**389**	**60**	**33**	**93**	**1437**	**392**	**1839**

* Includes placements undifferentiated by sex or type of library

Table 4: Placements by Type of Library 1980–1989

Year	Public	School	College & Universities	Other Lib. Agencies*	Total
1980	659 (27.1)	473 (19.5)	610 (25.1)	687 (28.3)	2429
1981	642 (27.3)	451 (19.2)	556 (23.6)	704 (29.9)	2353
1982	588 (28.5)	358 (17.4)	505 (24.5)	612 (29.7)	2063
1983	501 (28.0)	308 (17.3)	424 (23.8)	552 (30.9)	1785
1984	548 (27.9)	284 (14.4)	551 (28.0)	583 (29.7)	1966
1985	565 (29.4)	300 (15.6)	522 (27.2)	533 (27.8)	1920
1986	576 (30.3)	288 (15.2)	488 (25.7)	548 (28.8)	1900
1987	610 (30.5)	355 (17.7)	434 (21.7)	602 (30.1)	2001
1988	624 (31.4)	386 (19.4)	464 (23.4)	511 (25.7)	1985
1989	587 (31.9)	330 (17.9)	460 (25.0)	462 (25.1)	1839

* From 1951 through 1966 these tabulations were for "special and other placements" in all kinds of libraries. From 1967 to 1979 these figures include only placements in library agencies that do not clearly belong to one of the other three groups. In the 1980 through 1989 report these figures include the sum of responses to placements in special libraries and in other information specialties. Figures for individual years are reported in preceding articles in this series

Table 6: Special Placements*

	Women	Men	Total
Government Jurisdictions (U.S.)			
State libraries	29	11	40
Other government agencies (except USVA hospitals)	22	3	25
National libraries	8	4	12
Armed Services libraries (domestic)	3	2	5
Overseas agencies (incl. Armed Services)	1	2	3
Library Science			
Advanced study	6	3	9
Teaching	3	2	5
Other			
Children's services (school libraries)	104	11	115
Children's services (public libraries)	102	4	106
Youth services (school)	73	4	77
Law	61	14	75
Business, (finance, industrial, corporate, banking, insurance, oil, etc.)	56	18	74
Youth services (public libraries)	59	12	71
Medicine (incl. nursing schools)	46	6	52
Science and technology	35	14	49
Systems analysis; automation	25	17	42
Audiovisual and media centers	25	8	33
Bibliographic instruction	22	7	29
Hospitals (incl. USVA hospitals)	26	3	29
Rare books, manuscripts, archives	15	13	28
Research and development	16	6	22
Communications industry (advertising, newspaper, etc.)	18	3	21
Government documents	10	9	19
Information services (nonlibrary)	10	9	19
Historical agencies and archives	11	7	18
Religion (seminaries, theological schools)	12	5	17
Art and museum	11	4	15
Databases (publishing, servicing)	12	3	15
Outreach activities and services	10	0	10
Social sciences	6	4	10
Indexing	7	2	9
Records management	8	1	9
Networks and consortia	7	1	8
Freelance	5	2	7
Pharmaceutical	6	0	6
Professional associations	4	2	6
Technical writing	5	1	6
nternational relations (incl. area studies)	1	4	5
Maps	3	2	5
Bookstore	2	2	4
Genealogical	3	1	4
Services to the handicapped	2	2	4
Theater, motion pictures, dance, music	3	1	4
Correctional institutions	2	1	3
International agencies	3	0	3
Total Special Placements	**898**	**230**	**1128**

* Includes special placements in all types of libraries

The number of graduates continues to rise, the average salary continues a steady increase, and a large number of placement officers report more beginning positions than qualified people to fill them.

There were 198 temporary professional placements reported in 1989, compared with 201 in 1988 and 279 in 1987. No salaries or placement information for Canadian schools appears this year. The category "Other Information Specialties" includes a wide variety of nontraditional positions.

Placement statistics

First professional degrees were awarded to 3,356 graduates of the 43 schools reporting in 1989 (Table 1). In 1988, the 51 reporting schools awarded 3,691 first professional degrees; in 1987, the 55 reporting schools awarded 3,702 first professional degrees. In 1989, the average number of graduates of schools reporting was 78; in 1988, it was 72; in 1987, it was 67.

Table 1 shows permanent and temporary professional placements, as well as nonprofessional library placements, and the totals for the three. These are library or information-related positions. Table 1 also shows the number of graduates reported who were not in library positions or whose employment status was unknown at the beginning of April 1990. Of these, nine percent were known not to be in library positions compared with eight percent in 1989, and ten percent in 1988. In April 1990, the employment status of 26 percent of the graduates was unknown compared with 27 percent in April 1989, and 23 percent in 1988.

Of the 1989 graduates, 65 percent were known to be employed either in professional or nonprofessional positions in libraries or information-related work, as were 64 percent of the 1988 graduates and 67 percent of the 1987 graduates. Of the 1989 graduates, 56 percent were known to be employed in permanent professional positions, compared with 56 percent of the 1988 graduates and 57 percent of the 1987 graduates.

Employment distribution of the 3,356 graduates (55 percent) is shown in Table 3, Table 4, and Table 11. In all, 1,894 permanent full-time professional placements were reported and 198 temporary placements. Of the 1,894 people finding permanent professional positions, 674 (36 percent)

found jobs before graduation and 607 (32 percent) reported actively searching for less than 90 days for professional employment after getting their degrees.

There were 116 people (six percent) who looked for three or four months. Fifty-six (three percent) looked from four to six months, and 48 (three percent) looked for more than six months. A total of 321 people (17 percent) went back to their previous positions. Nothing is known about the length of time it took the 72 others (four percent) to find employment.

In 1989, 2.8 percent of the graduates were in nonprofessional library and related positions (Table 1). In 1988, 2.6 percent were in this category, as were 2.1 percent in 1987. Within the category, 68 percent are women and 31 percent are men.

The percentage of increase or decrease in placements in 1989 by type of library has remained remarkably similar to 1988 percentages.

Table 4 does not include 55 placements that were either foreign professional placements or placements undifferentiated by type of library. These placements do appear in Table 1 in the permanent professional placements category (a total of 1,894 placements).

SINCE CANADIAN PLACEMENTS ARE NO LONGER BEING INCLUDED IN THE SURVEY, TABLE 5 HAS BEEN DISCONTINUED. The tables which follow have not been renumbered in the interest of ease of comparability with previous years. Table 6, showing Special Placements, gives a rough picture of hiring activity in various specialties in 1989.

Openings and applicants

A total of 52,564 listings of open library positions were reported received by 35 schools, ranging in number of listings from 300 to 6100. The listings were for positions at all levels, and many were duplicated in several places. In 1988, 38 schools reported 62,230 listings.

Eighteen schools reported increases in position listings in 1989 over 1988. Increases reported in 1989 ranged from four percent to 25 percent. The median was ten percent. Fourteen schools reported no significant change from 1988; four reported a decrease ranging from seven percent to 24 percent. Thirty-seven placement officers reported no major difficulty in placing 1989 graduates. One reported major difficulty in placing these graduates. No placement officers indicated that they had more difficulty placing graduates in 1989 than in 1988. Ten reported having less difficulty, and 25 reported about the same level of difficulty in both years.

Demand for librarians still appears to be greater than supply although slow-downs in employment reflecting regional economic adversity are evident. The demand for catalogers is intense. Children's and young adult specialists are still in short supply in school and public libraries in most, but not all, regions of the country. Other specialties mentioned as in demand are medical, law, computers, science, and government documents.

Undergraduate majors that con-

Table 7: Salary Data Summarized

	Women	Men	Total
Average (Mean) Salary	$24539	$24669	$24581
Median Salary	23832	23500	23768
Individual Salary Range	9360–52000	15500–100400	9360–100400

Table 9: High Salaries by Type of Library

	Public			School			College & Univ.			Special			Other		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
15,000															
16,000								1	1						1
17,000														1	1
18,000		1	1		1	1							1		1
19,000		2	2		2	2		2	2		1	1		1	1
20,000	1	1	2		2	2		1	1		2	2	1		1
21,000		3	3	1		1	1	1	2		2	2	2	1	3
22,000	1	3	4	2		2	2	5	6		1	1	1		1
23,000	8	3	11	1	1	2	4	2	6	3	1	4	1		1
24,000	1	5	6	1	1	2	2	1	3	3	3	6	1		1
25,000	8	6	14	1	1	2	3	4	7	3	6	9	3		3
26,000	4	6	10	2	1	3	2	4	6	4	1	5			
27,000	8	2	10	2		2	1	4	5	2	3	5		2	2
28,000	1	1	2	5		5	3	4	7	3	4	7	2	1	3
29,000	3		3	1		1	3		3	2		2	1		1
30,000	4		4	4		4	7		7	1	2	3	1		1
31,000	1	1	2	2	1	3	2	1	3	1	1	2	1		1
32,000		1	1	1		1	1	1	2	3	1	4			
33,000				4	1	5		3	3	2		2		1	1
34,000				2		2	1		1	3		3	1		1
35,000				2	2	4	1	1	2		1	1	4		4
36,000	2		2	2		2				1		1	2		2
37,000					1	1	1		1	2		2			
38,000				1		1				4		4	1		1
39,000			–	1		1	1		1	1		1		1	1
40,000				1		1	2	2	4	1	1	2			
41,000				1		1				1		1			
42,000				1		1	1		1	1		1			
43,000							1		1						
44,000															
45,000															
46,000				1		1								1	1
47,000					1	1					1	1			
48,000								1	1	1		1			
49,000										1		1			
50,000					1	1							1		1
51,000				1		1									
52,000															
65,000												1			
104,000														1	1

tinue to attract employers to graduates are math, engineering, languages, business, and, most especially, all types of science.

The bottom line

The salary statistics presented include only salaries that were reported as full-time annual salaries. Variables such as vacations and other fringe benefits, which may be part of the total compensation, are excluded. Salaries do not reflect differences in hours worked per week. Such information might provide more precise comparability, but such data are probably beyond the needs of most library schools in the profession. In any case, the validity of this analysis rests on comparable statistics collected since 1951.

All of the 43 reporting schools provided some salary data. Not all schools could provide all the information requested nor could they supply it for all employed graduates. Data for graduates in irregular placements—such as those for graduates from abroad returning to posts in their homelands; appointments in religious orders or elsewhere where remuneration is in the form of some combination of salary plus living; and all salaries for part-time employment—were excluded as best the authors can tell.

The exclusions were added to the number of salaries not known or reported. As a result, there is known salary information for 1,575 of the 1989 graduates (1,224 women, 342 men, and nine undifferentiated by sex). This represents 83 percent of the known permanent full-time placements and 47 percent of all graduates reported. These response ratios have remained fairly constant for the past few years. In 1988 there was salary information on 81 percent of the known placements, representing 44 percent of the number of graduates reported.

Salary data as reported by the 43 schools are contained in Table 2 and summarized in Table 7.

Table 8: Average Salary Index* Starting Library Positions, 1985–1989

Year	Library Schools	Fifth-Year Graduates	Avg. Beginning Salary	Dollar Increase in Avg. Salary	Beginning Index	BLS-CPI
1985	58	3484	19753	962	111.6	109.3
1986	54	3538	20874	1121	118.0	110.5
1987	55	3702	22247	1373	125.7	115.4
1988	51	3691	23491	1244	132.8	120.5
1989	43	3356	24581	1090	138.9	124.0

* Bureau of Labor Statistics Consumer Price Index based on 1982–84 = 100. Average beginning salary for 1982–84 figured at $17,693

Table 10: Low Salaries by Type of Library

	Public			School			College & Univ.			Special			Other		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
9,000							1		1						
10,000				2		2									
11,000															
12,000	1		1				1		1	1		1			
13,000	1		1	2		2									
14,000	1		1	2		2									
15,000	3	1	4	1		1	3		3	1		1			
16,000	2		2	1		1	2	1	3	2		2			
17,000	3	1	4	1		1	5		5		1	1		1	1
18,000	8	5	11	3	1	4	4	4	8	4		4	2	1	3
19,000	2	4	6	5	2	7	5	4	9	5	1	6	1	1	2
20,000	9	5	14	7	2	9	8	11	19	3	4	7	4	1	5
21,000	4	4	8	3		3	6	3	9	3	4	7	1	2	3
22,000	2	4	6	2		2	1	4	5	5	5	10			
23,000	1	4	5	2	1	3	1	2	3	5	3	8	3	1	4
24,000	4	3	7	4	2	6	1	2	3	2	4	6	1	1	2
25,000	1	1	2	1	2	3		2	2	4	2	6	3		3
26,000		1	1	2	1	3	1	2	3	4		4	1		1
27,000		1	1	1		1				2	4	6		1	1
28,000		1	1	1		1					3	3	1		1
29,000										1		1	1		1
30,000													1	1	2
31,000								1	1				1		1
32,000															
33,000															
34,000															
35,000					2	2		1	1				2		2
36,000													1		1
37,000					1	1									
38,000										1		1			
39,000															
40,000								1	1						

Average (mean) salaries; medians

The average salary for all 1989 graduates was $24,581, an increase of $1090 (4.6 percent) over the 1988 average of $23,491. The average salary for women was $24,539 and the average for men was $24,669, a difference of $130 (Table 7). Table 8 no longer shows the annual changes since 1967 but now shows the new Bureau of Labor Statistics base determined by averaging the average beginning salaries for 1982, 1983, and 1984. The consumer price index (CPI) for 1989 was 124.0, a gain of 2.9 percent over 1988. The beginning salary index was 138.9, an increase of 4.6 percent over 1988. Salaries are continuing to outpace the cost of living increase by a modest amount.

Salaries in 1989 in the category of average salaries for women ranged from a low of $19,614 to a high of $32,234, a difference of $12,620; for men, the range was $18,500 to $40,400, a $21,900 difference. In the 43 schools that reported average salaries for both men and women, the women's average was higher in 26 schools; the men's average salary was higher in 17 schools. In 1988, the women's average salary was higher in 22 schools, and the men's in 25 schools.

In Table 11, the average salary is high for men in four categories (the differences ranging from $295 to $2,587). The median salary for all graduates in 1989 was $23,768, an increase of $1,268 over last year's $22,500. The median for women was $23,832; for men, $23,500. Of the 43 schools reporting on both men and women, the median salary for women was higher in 24 schools; for men in 15; and the same in four.

Table 11: Comparison of Salaries by Type of Library*

	Placements	Salaries Known			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Public Libraries																
Northeast	211	142	36	178	12000	18600	12000	36700	32000	36700	23292	24166	23469	23200	24000	23490
Southeast	111	79	27	107	15000	17100	14500	31080	27200	31080	21965	21894	21878	21800	22000	21800
Midwest	175	110	25	136	14400	15500	14400	30000	26952	30000	21480	21180	21429	21450	21009	21341
Southwest	38	31	5	36	13300	19500	13300	27000	24000	27000	21898	21980	21909	22500	22300	22500
West	52	26	15	41	20000	18000	18000	36700	27520	36700	25256	24291	24903	25000	25000	25000
All Schools	**587**	**388**	**108**	**498**	**12000**	**15500**	**12000**	**36700**	**32000**	**36700**	**22528**	**22823**	**22575**	**22500**	**22755**	**22500**
School Libraries																
Northeast	118	94	7	101	10500	19700	10500	52000	47000	52000	27795	30407	27976	27600	26000	27600
Southeast	96	84	3	87	14000	18700	14000	36648	23580	36648	25652	21020	25492	25000	20780	25000
Midwest	59	43	4	47	13000	24300	13000	40100	51000	51000	23844	36325	24907	23671	35000	24000
Southwest	40	29	3	32	10000	20500	10000	33000	31000	33000	24824	25500	24887	25000	25000	25000
West	17	12	1	13	14000	19800	14000	46000	19800	46000	28522	19800	27851	24518	19800	24518
All Schools	**330**	**262**	**18**	**280**	**10000**	**18700**	**10000**	**52000**	**51000**	**52000**	**26164**	**28751**	**26330**	**25500**	**25000**	**25500**
College/Univ. Libraries																
Northeast	131	80	29	110	15000	16600	15000	43000	35000	43000	24318	24586	24440	23000	25000	23158
Southeast	88	57	21	78	15000	19500	15000	34500	32290	34500	22360	22441	22382	22000	21000	22000
Midwest	150	84	43	127	9360	18000	9360	42000	40400	42000	22877	23473	23079	22500	23000	22800
Southwest	45	25	15	41	17000	18000	17000	31900	49200	49200	22222	25703	23441	21900	21500	21500
West	46	17	14	31	15360	18100	15360	37500	33500	37500	26702	24878	25878	28600	25000	26000
All Schools	**460**	**263**	**122**	**387**	**9360**	**16600**	**9360**	**43000**	**49200**	**49200**	**23388**	**23995**	**23588**	**22500**	**23000**	**22500**
Special Libraries																
Northeast	155	106	25	133	18000	21000	18000	50000	35000	65000	28135	26552	28076	26200	26300	26300
Southeast	48	29	10	40	16300	17000	16300	31000	25343	31000	24036	22202	23552	24500	22000	23562
Midwest	87	57	14	72	15360	20800	15360	34580	47100	47100	24559	27372	25092	24500	24705	24575
Southwest	30	21	7	29	18000	22188	18000	39000	31000	39000	26510	25955	26221	26000	25000	25000
West	49	36	7	43	12840	19240	12840	41600	30564	41600	27535	24643	27064	27300	27000	27300
All Schools	**369**	**249**	**63**	**317**	**12840**	**17000**	**12840**	**50000**	**47100**	**65000**	**26615**	**25766**	**26520**	**26000**	**25000**	**25500**
Other Libraries																
Northeast	45	24	10	34	20000	20000	20000	36500	46000	46000	28933	28930	28932	28500	26000	28000
Southeast	12	4	7	11	20000	18200	18200	35200	27325	35200	28783	21932	24423	29930	21000	22000
Midwest	15	9	4	13	18000	17250	17250	28783	39000	39000	23315	26563	24314	24300	24000	24300
Southwest	7	6	1	7	18200	21000	18200	35000	21000	35000	25187	21000	24589	23000	21000	23000
West	14	4	6	10	20000	27000	20000	38400	100400	100400	27900	42417	36610	22000	30000	30000
All Schools	**93**	**47**	**28**	**75**	**18000**	**17250**	**17250**	**38400**	**100400**	**100400**	**27278**	**29449**	**28089**	**26400**	**26000**	**26400**

* Includes placements undifferentiated by sex

Table 12: Effects of Experience on Salaries*

	Salaries Without Previous Experience (38 Schools)			Salaries with Previous Experience (42 Schools)		
	Women	Men	Total	Women	Men	Total
Number of Positions	398	120	523	562	141	704
Range of Low Salaries	$10000–27000	$15500–31700	$10000–25000	$9360–33000	$17000–40400	$9360–33000
Mean (Average)	18418	21377	18136	20519	22208	19817
Median	18300	20092	18200	20000	21000	19500
Range of High Salaries	$21341–43000	$18500–47100	$21341–47100	$26594–50000	$20000–100400	$26594–100400
Mean (Average)	28536	26337	29690	35974	32329	39431
Median	27000	26000	28000	35675	28000	37500
Range of Average Salaries	$18705–28063	$18500–31700	$18517–28063	$19873–37660	$19750–40400	$20102–34744
Mean (Average)	22692	23363	22823	25999	26251	26105
Median	22918	23429	23179	25879	25400	26812

* Includes placements undifferentiated by sex

CALENDAR

North Atlantic Health Sciences Libraries, The New York Metropolitan Area Chapter of the Association of Jewish Libraries

OCTOBER

21-23—North Atlantic Health Sciences Libraries, Omni Biltmore, Providence, R.I. Theme: "Discovering Our Value—Assessing Our Worth." Contact: Raynna Bowlby, Brown University, Sciences Library, Box I, Providence, RI 02912; 401-863-3181 or Tosca Carpenter, Mosher Library, Newport Hospital, Friendship St., Newport, RI 02840-2299; 401-846-6400, x1801.

25—The New York Metropolitan Area Chapter of the Association of Jewish Libraries, New York. Theme: "Archives." Contact: Marion Stein, 212-678-8836.

28-31—Pennsylvania Library Association, Hershey Lodge and Convention Center. Theme: "Building Bridges: Cooperating for Better Services." Contact: Curtis P. Moore, Lebanon Cty. Lib. System, 125 N. 7th St., Lebanon, PA 17042; 717-273-7624.

28-30—Allerton Institute, Allerton Park, Monticello, Ill. Theme: "Evaluation of Public Services and Public Services Personnel." Registration fee: $350, includes room, meals, and registration. Contact: Annetta Holt, 217-333-3280.

NOVEMBER

2-3—The University of Maryland College of Library and Information Services Alumni Day, College Park. Theme: "The Impact of Information Professionals on Society"; 25th anniversary reception. Contact: Susan Boerner, 301-953-0600, x128, daytime; Karyn Pomerantz, 301-445-6204, evening.

3—Young Adult Conference on Literature and Library Services, Sam Houston State University, Huntsville, Tex. Guest Speakers: Sue Ellen Bridgers and William Sleator. Fee: $30. Contact: Dr. Lesta N. Burt, Sam Houston State University, Dept. of Library Science, PO Box 2236, Huntsville, TX 77341; 409-294-1149.

3-5—Special Interest Video Association (SIVA), Rye Town Hilton, Rye, N.Y. First annual convention. Panel discussion on "Video Reviews: Getting the Editor's Attention" will include *LJ*'s Managing Editor Bette-Lee Fox. Contact: Tom DeMaeyer at 212-355-1600; FAX 212-355-1329.

8-9—Florida Library Association, Holiday Inn, Tampa. Guest speakers: Carol Hole, outreach consultant; John N. Berry, editor-in-chief, *LJ*. Contact: Margaret Lindsey, Executive Secretary, FPLA, PO Box 8803, Lakeland, FL 33806-8803; 813-646-8749.

8-10—1990 Virginia Library Association, Marriott Hotel and Conference Center, Richmond. Theme: "Libraries, a Decade of Surprises: An Optimistic Forecast for the 1990s." Guest speakers include: Representative Major R. Owens; Linda Crismond; Patricia Aburdene. Contact: Graham Sadler, 804-227-1643.

14—Apple/AAP Conference, Hotel Sofitel, Redwood Shores, Cal. Theme: "Emerging Technology in Education." Fee: $100, members; $150, nonmembers. Contact: Jerry Sirchia, Association of American Publishers, 220 E. 23rd St., New York, NY 10010; 212-689-8920.

14—21st Annual William A. Gillard Lecture, St. John's University, Jamaica, N.Y. Guest speaker: Robert Wedgeworth, professor and dean of Columbia University's School of Library Service. Fee: Free. Contact: Emmett Corry, O.S.F., Division of Library and Information Science, St. John's University, Jamaica, NY 11439; 718-990-6200; FAX 718-380-0353.

26-28—Canada Online IV, Royal York Hotel, Toronto. Theme: "Towards 2000: Challenges and Opportunities." Guest speaker: Reva Basch. Fee: $575. Contact: Conference Coordinator, Canada Online Limited, 38 Fulton Ave., Toronto, Ontario M4K 1X5; 416-467-0388; FAX 416-423-1487.

NATIONAL/ INTERNATIONAL

American Assn. of Law Libraries: New Orleans, Jul. 21-24, 1991.

American LA: Atlanta, Jun. 29-Jul. 4, 1991; **Midwinter:** Chicago, Jan. 12-17, 1991.

American Society for Info Science: Toronto, Nov. 4-8

Assn. of College and Research Libraries: Phoenix, Apr. 1-4, 1992.

Canadian LA: Montreal, Jun. 2-5, 1991.

Guadalajara Intl. Book Fair: Guadalajara, Mexico, Nov. 24-Dec. 2.

Library and Information Technology Assn.: Denver, Sept. 13-17, 1992.

Music LA: Indianapolis, Feb. 13-16, 1991.

Natl. Library Week: Apr. 14-20, 1991.

Pan Pacific Library Conference: Honolulu, Jan. 9-11, 1991.

Public LA: San Diego, Mar. 20-23, 1991.

Special LA: San Antonio, Tex., Jun. 8-13, 1991.

White House Conference on Library and Info Svcs.: Washington, D.C., Jul. 9-13, 1991.

LIBRARY JOURNAL (ISSN 0363-0277) is published by Bowker Magazine Group, Cahners Magazine Division, Terrence M. McDermott, President; Jerry D. Neth, Vice President/Publishing Operations; J. J. Walsh, Financial Vice President/Magazine Division; Thomas J. Dellamaria, Vice President/Production & Manufacturing. Bowker Magazine Group is also an affiliate of R. R. Bowker Co., Gordon Graham, Chairman of the Board; Ira Siegel, President. Copyright © 1990 by Reed Publishing, USA; Saul Goldweitz, Chairman; Ronald G. Segel, President/CEO; Robert L. Krakoff, Executive Vice President; William M. Platt, Sr. Vice President. Direct editorial and advertising correspondence to 249 West 17th Street, New York, NY 10011. Telephone: 212-463-6819. Subscription inquiries and changes of address should be directed to Library Journal, PO Box 1977, Marion, OH 43305-1977. Telephone: 1-800-669-1002 (in continental U.S. only). In Alaska, Hawaii, Canada and all other countries, telephone: 614-382-3322. Issued 21 times a year, twice a month, February through June, September and November, three times a month in October and monthly in January, July, August, and December. Second class postage paid at New York, N.Y., and additional mailing offices. Cahners Publishing Company, A Division of Reed Publishing USA ☐ Specialized Business Magazines for Building & Construction, Research, Technology, Electronics, Computing, Printing, Publishing, Health Care, Foodservice, Packaging, Environmental Engineering, Manufacturing, Entertainment, Home Furnishings, and Interior Design. ☐ Specialized Consumer Magazines for Child Care, Boating and Wedding Planning.

LIBRARY JOURNAL is indexed in *Educational Index, Library Literature, Library & Information Science Abstracts,* and *Magazine Index*. SUBSCRIPTIONS: USA: 1 year $74; 2 years, $126; 3 years, $178. Canada: 1 year $99, 2 years $168, 3 years $238. All other countries (air delivery): 1 year $130, 2 years $221, 3 years $312. (Remit in US funds only.) POSTMASTER: Please send address changes to *Library Journal*, P.O. Box 1977, Marion, OH 43305-1977.